

116TH CONGRESS
1ST SESSION

H. R. 3882

To amend the Ted Stevens Olympic and Amateur Sports Act to provide pay equity for amateur athletes and other personnel.

IN THE HOUSE OF REPRESENTATIVES

JULY 23, 2019

Ms. SPEIER (for herself, Ms. FRANKEL, Mrs. LAWRENCE, Ms. ESCOBAR, Ms. HAALAND, Mrs. NAPOLITANO, Ms. NORTON, Ms. DELAURO, Ms. CASTOR of Florida, Ms. LEE of California, Ms. KUSTER of New Hampshire, Ms. TITUS, Ms. CLARKE of New York, Mr. GOMEZ, Ms. MCCOLLUM, Mr. CISNEROS, Ms. VELÁZQUEZ, Ms. DEAN, Mr. HORSFORD, Mr. JOHNSON of Georgia, Mr. HASTINGS, Ms. LOFGREN, Mrs. DINGELL, Ms. PRESSLEY, Mrs. CAROLYN B. MALONEY of New York, Mr. CARSON of Indiana, Mrs. WATSON COLEMAN, Ms. PINGREE, Mr. COHEN, Ms. ROYBAL-ALLARD, Ms. JAYAPAL, Mr. MOULTON, and Ms. MATSUI) introduced the following bill; which was referred to the Committee on the Judiciary

A BILL

To amend the Ted Stevens Olympic and Amateur Sports Act to provide pay equity for amateur athletes and other personnel.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Even Playing Field
5 Act”.

1 **SEC. 2. PAY EQUITY FOR AMATEUR ATHLETES AND OTHER**
2 **PERSONNEL.**

3 (a) PURPOSES OF THE U.S. OLYMPIC COMMITTEE.—
4 Section 220503(12) of the title 36, United States Code,
5 is amended by inserting “including investment, working
6 conditions, wages and other compensation, equal to that
7 afforded to amateur athletic activities for men” before the
8 semicolon.

9 (b) ELIGIBILITY REQUIREMENTS FOR AMATEUR
10 SPORTS ORGANIZATIONS AS NATIONAL GOVERNING BOD-
11 IES.—Section 220522(a)(8) of the title 36, United States
12 Code, is amended—

13 (1) by striking “an equal opportunity” and in-
14 serting “and demonstrates equal opportunity, includ-
15 ing in investment, working conditions, and wages
16 and other compensation”; and

17 (2) by inserting “and other activities” after
18 “athletic competition”.

19 (c) GENERAL DUTIES OF NATIONAL GOVERNING
20 BODIES.—Section 220524(6) of the title 36, United
21 States Code, is amended by inserting “, including equi-
22 table investment, working conditions, and wages and other
23 compensation” before the semicolon.

24 (d) REPORTS ON PAY EQUITY.—

1 (1) IN GENERAL.—Subchapter II of chapter
2 2205 of such title is amended by adding at the end
3 the following:

4 **“§ 220530A. Reports on pay equity**

5 “(a) IN GENERAL.—Each national governing body
6 shall submit to Congress a report on the compensation of
7 amateur athletes, coaches, trainers, managers, administra-
8 tors, and officials in the sport governed by the national
9 governing body for—

10 “(1) each of the two consecutive calendar years
11 ending immediately before the date of the enactment
12 of this section; and

13 “(2) each calendar year beginning after the
14 date of the enactment of this section.

15 “(b) MATTERS TO BE INCLUDED.—Each report re-
16 quired by subsection (a) shall include, with respect to the
17 applicable sport, for the calendar year covered by the re-
18 port—

19 “(1) the median compensation for amateur ath-
20 letes, coaches, trainers, managers, administrators,
21 and officials disaggregated by race, gender, and em-
22 ployment category; and

23 “(2) the minimum and maximum compensation
24 paid to amateur athletes, coaches, trainers, man-

1 agers, administrators, and officials, disaggregated by
2 race, gender, and employment category.”.

3 (2) CONFORMING AMENDMENT.—The table of
4 sections for chapter 2205 of title 36, United States
5 Code, is amended by adding at the end the fol-
6 lowing:

 “Sec. 220530A. Reports on pay equity.”.

7 (e) RETROACTIVE EFFECTIVE DATE.—The amend-
8 ment made by subsection (a) shall take effect on the date
9 that is 2 years before the date of the enactment of this
10 Act.

11 (f) SEVERABILITY.—If any provision of this Act, an
12 amendment made by this Act, or the application of such
13 provision or amendment to any person or circumstance is
14 held to be unconstitutional, the remainder of this Act and
15 the amendments made by this Act, and the application of
16 the provision or amendment to any other person or cir-
17 cumstance, shall not be affected.

○